



**Thriftwood School & College**

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**Accessibility Plan**  
**2018/19**

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## Statement of intent

This plan should be read in conjunction with the **Academy Development Plan** and outlines the proposals of how Thriftwood School and College plan to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

A person is regarded as having a disability under the Act where the person has a physical or mental impairment that has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

- Increase the extent to which pupils with disabilities can participate in the school curriculum.
- Improve the environment of the school to increase the extent to which pupils with disabilities can take advantage of education, benefits, facilities and associated services provided.
- Improve the availability of accessible information, which is readily available to other pupils, to pupils with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account the pupil's disabilities and the views of the parents/carers and pupil. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of the strategy.

The governing body also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

The plan will be resourced, implemented, reviewed and revised regularly in consultation with:

- The parents/carers of pupils
- The headteacher and other relevant members of staff
- Academy Committee members
- External partners

This plan is reviewed annually to take into account the changing needs of the schools and its pupils, and where the school has undergone a refurbishment. **Signed by:**

Mrs E Smart

Headteacher

Date: 6<sup>th</sup> June 2018

Mrs S Davies

CEO

Date: 6<sup>th</sup> June 2018

The Student Monitoring Panel has assessed the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers. Short, medium and long term action are then identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of the pupils themselves or their parents/carers.

## Planning duty 1: Physical Environment



	Issue	What	Who	When	Outcome	Review
Short term	<b>TARGET 2017/18</b> College is not accessible for visually impaired	Audit of physical environment	SLT	Summer 2018	College is aware of accessibility barriers to its physical environment, and will make a plan to address them  *Rails have been fitted to corridor walls to use as a guide  * Volunteers/Mentors in place to help 'guide' visually impaired students  *Stability Advisor secured to assist with accessibility barriers.	Autumn 2018 - Completed
	<b>TARGET 2018/19</b> Teachers need to take more responsibility for planning activities for visually impaired students		Teachers /VI Specialist Teacher	July 2019	Lesson observations show that teachers have planned for students to be fully included	July 2019
Medium term	<b>TARGET 2018/19</b> Learning environment of pupils with visual impairment is not	Incorporation of appropriate materials	School Business Manager/Estates Manager	Summer 2019	Learning environment is accessible to pupils with visual impairments	Autumn 2019

	accessible					
	<b>TARGET 2017/18</b> Gym is not accessible	Wheelchair lift in place	Site manager	Summer 2018	Students with mobility difficulties can access the gym  Chair lift in place. Access available at rear of Gym.	Autumn 2018 – <b>Complete</b>
	<b>TARGET 2018/19</b> Café is not accessible	Project Development – Removal of tables so as Serving Area only	Site manager	May-Dec 2019	Students with mobility difficulties will be able to move freely in the café	December 2019
<b>Long term</b>	<b>TARGET 2018/19</b> Children with physical disabilities cannot access parts of the building independently	Buildings work/installation of platform lift	School business manager/Estate manager	Summer 2018	College buildings are fully accessible  *‘Kick Stops’ are now on all doors allowing children with physical disabilities to move freely through the building (College)	December 2019

## Planning duty 2: Curriculum



	Issue	What	Who	When	Outcome criteria	Review
Short term	<b>TARGET 2018/19</b> Students with visual impairment may not be able to access environment or curriculum	Audit of curriculum	Headteachers	Spring Term 2019	Management and teaching staff are aware of the accessibility gaps in the curriculum  <i>*Training to be put in place by Hearing Impaired Specialist Team</i>	Summer 2019
	<b>TARGET 2018/19</b> Staff members do not have the skills to support visually impaired	INSET provided to staff members  Training for teachers on differentiating the curriculum	Headteacher/ External advisors/ Senior Leaders	Spring Term 2019	Staff members have the skills to support children with SEND	Spring 2019
Medium term	<b>TARGET 2018/19</b> College/School trips are not always accessible to those with physical disabilities	Needs of pupils with SEND incorporated into planning process.  Purchase of a wheelchair accessible minibus	LT on both sites	Spring term 2019	Planning of school trips is adapted to include all learners	Summer 2019

<b>Long term</b>	<b>TARGET 2018/19</b> Pupils with impairments cannot access all lessons/examinations	Provide tablets and other technological adjustments and support mechanisms to pupils with SEND	Headteacher/ICT Manager/Head of Dept	Winter 2018	Students with impairments can access lessons  *Tablet purchased and Apps downloaded	July 2019
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## Planning duty 3: Information



	Issue	What	Who	When	Outcome criteria	Review
Short term	<b>TARGET 2018/19</b> Staff not aware of all legislation relating to information transfer for students with LD	Audit of information delivery procedures	Headteacher/ ICT manager	Autumn 2018	College is aware of accessibility gaps to its information delivery procedures	Winter 2019
	<b>TARGET 2018/19</b> College needs to improve access to written information	College seeks advice from external advisors, puts in staff training to simplify information	Headteacher	Winter 2018	College is aware of local services for converting written information into alternative formats	Spring 2019
Medium term	<b>TARGET 2018/19</b> Written information is not accessible to pupils with visual impairments	Provide written information in alternative formats Incorporate appropriate colour schemes when refurbishing (to benefit pupils with visual impairments) and install window blinds	Headteacher/ Leaders	Autumn 2018	Written information is fully accessible to children with visual impairments	Spring 2019
Long term	<b>TARGET 2018/19</b> College website is not accessible to children	Audit of website	Admin Team	Autumn 2018	Website is fully accessible *Website review and	Sept 2019

	with SEND				use of Apps in process	
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